

## **RESOURCES FOR DIVERSE & EQUITABLE RECRUITMENT**

# ~~Racism.~~

**To support the equitable hiring efforts of the Dayton business community,** we have compiled a list of resources to assist in identifying and recruiting diverse candidates.

We encourage HR teams and business leaders to establish ongoing partnerships with the organizations listed in this document. Actively expanding personal and professional networks will create greater opportunities for equitable recruitment and begin to break down systematic barriers and institutional siloes. The organizations listed below are great resources with diverse networks across the community and can provide a starting point for employers who seek to diversify their candidate pools.

- **NAACP – Dayton Unit**

Founded in 1915, the Dayton Unit of the National Association for the Advancement of Colored People (NAACP) is the city's oldest and largest nonpartisan civil rights organization. Our members throughout the Dayton Region and Montgomery County are the premier advocates for civil rights in their communities. Our core goals are to Inform, Educate and Empower the Citizenry as we pursue justice and equality for all Americans. Subcommittees include Economic Development and Labor & Industry.

- Website: [www.naacpdayton.org](http://www.naacpdayton.org)
- Phone: (937) 222-2172

- **Alpha Phi Alpha (Gama Theta Chapter at the University of Dayton)**

Alpha Phi Alpha Fraternity, Incorporated is the first intercollegiate historically African-American Greek-lettered fraternity

- Website: <https://1850.udayton.edu/alphaphialpha/>
- Email: [gtalphas@gmail.com](mailto:gtalphas@gmail.com)

- **Delta Sigma Theta (Dayton Alumnae Chapter)**

Delta Sigma Theta Sorority provides assistance and support through established programs in local communities throughout the world. The organization is a sisterhood of predominantly Black, college educated women.

- Website: <https://www.dstdaytonalumnae.org/>

# *RACIAL INJUSTICE & EQUITY*

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- **Alpha Kappa Alpha Sorority (Beta Eta Omega Chapter)**

Alpha Kappa Alpha Sorority, Incorporated is the first historically African American Greek-lettered sorority founded in 1908.

- Website: <https://www.akadayton.org/>

- **The Links (Dayton Chapter)**

The Links, Incorporated is an international, non-for-profit corporation, established in 1946. It is one of the nation's oldest and largest volunteer service organizations.

- Website: <http://daytonohlinks.org/>

- Email: [contactus@daytonohlinks.org](mailto:contactus@daytonohlinks.org)

- **Omega Community Development Organization**

Omega Community Development Corporation focuses on three aspects of community development: youth development, family development, and economic development. The organization also offers ready to work and employment programs.

- Website: <https://www.omega-cdc.org/>

- Phone: (937) 723-8254

- Email: [vward@omegacdc.org](mailto:vward@omegacdc.org)

- **Dayton Hispanic Chamber of Commerce**

The Dayton Hispanic Chamber of Commerce provides a platform to develop and foster connections between the Hispanic community and the mainstream business community in the Dayton region. Resources include job postings.

- Website: <https://www.daytonhispanicchamber.com/>

- Phone: (937) 256-2975

- **Catholic Social Services of the Miami Valley - Refugee Resettlement Program**

Staff works with each individual to assess their existing skills, help them with resumes and job applications, and job readiness. CSSMV also works closely with local employers, to match job skills to the employers' needs and help ensure a positive experience for the business as well as the new employee.

- Website: <https://cssmv.org/services/refugees/#tab-id-3>

- Phone: (937) 223-7217

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- **Welcome Dayton (Part of City of Dayton's Human Relations Council)**

Welcome Dayton is a community initiative that promotes immigrant integration into the greater Dayton region by encouraging business and economic development; providing access to education, government, health and social services and ensuring equity in the justice system.

- Website: <http://www.welcomedayton.org/>
- Phone: 937-333-1413

- **LatinoDayton**

LatinoDayton connects the Hispanic community to resources like housing, education and jobs. Employers can submit job posts online.

- Website: <http://www.latinodayton.org/>

- **Wright State University**

**The Office of Latinx, Asian, and Native American Affairs (LANA)** works to retain, graduate, and advance Latinx, Asian, and Native American students at Wright State University and in the community through partnership and career pathways.

- Website: <https://www.wright.edu/inclusive-excellence/culture-and-identity-centers/latinx-asian-and-native-american-affairs/about>
- Phone: (937) 775-2798. Mia Honaker, Administrative Support Coordinator
- Email: [mia.honaker@wright.edu](mailto:mia.honaker@wright.edu)

**Bolinga Black Cultural Resources Center** provides our students with a critical sense of belonging, opportunities for engagement in university life, and the resources to pursue rewarding careers after graduating.

- Website: <https://www.wright.edu/inclusive-excellence/culture-and-identity-centers/bolinga-black-cultural-resources-center/about>
- Phone: (937) 775-3248. Tonya Mathis, SoM Diversity Program Manager and HERC Director
- Email: [tonya.mathis@wright.edu](mailto:tonya.mathis@wright.edu)

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**The Office of LGBTQA Affairs** affirms and celebrates all LGBTQA+ identities and the complex intersections of all identities in our communities. The office also helps connect students to resources and career opportunities.

- Website: <https://www.wright.edu/inclusive-excellence/culture-and-identity-centers/lgbtqa-affairs/about>
- Phone: (937) 775-4611. Emily Jane Yantis, Interim Associate Director of LGBTQA Affairs
- Email: [emily.yantis@wright.edu](mailto:emily.yantis@wright.edu)

- **University of Dayton**

**Office of Diversity & Inclusion**

The Office of Diversity and Inclusion develops, implements, supports, and assesses the understanding and advancement of diversity, equity, and inclusion for the purpose of cultivating and sustaining Inclusive Excellence at the University of Dayton.

- Website: <https://udayton.edu/diversity/index.php>
- Phone: (937) 229-4056

**Center for International Programs**

The Center for International Programs prepares our students as distinctive global citizens ready to learn, lead and serve in the world.

- Website: <https://udayton.edu/international/index.php>
- Phone: (937) 229-3514

- **The Del Mar Encore Fellows Initiative**

Del Mar Encore Fellows Initiative has been working with nonprofits in the Dayton Region to address significant, emerging issues. Highly skilled older adults, the Fellows, are placed with Host Organizations which have recognized the value of experienced workers and applied to bring a Fellow into their leadership team.

- Website: <https://www.daytonfoundation.org/delmarencore.html>
- Phone: (937) 225-9949. Contact Noreen Willhelm
- Email: [nwillhelm@daytonfoundation.org](mailto:nwillhelm@daytonfoundation.org)



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## RESOURCES FOR DIVERSE & EQUITABLE RECRUITMENT

- **Greater Dayton LGBT Center**

The mission of the Greater Dayton LGBT Center is to enhance lives and empower members of the diverse sexual and gender communities throughout the Miami Valley.

- Website: <http://daytonlgbtcenter.org/>
- Phone: (937) 274-1776

- **Central State University – Office of Career Services**

Central State University, an 1890 Land-Grant institution, fosters academic excellence within a nurturing environment and provides a strong liberal arts foundation leading to professional careers and advanced studies.

- Website: <https://www.centralstate.edu/current/career/index2.php?num=14>
- Phone: (937) 376-6218
- Email: [careerservices@centralstate.edu](mailto:careerservices@centralstate.edu)

- **Wilberforce University – Cooperative Education and Career Services**

The Cooperative Education and Career Services Program combines classroom education with practical work experience. The program also provides academic credit for career readiness experiences.

- Website: <https://wilberforce.edu/academic-affairs/cooperative-education-and-career-services/>
- Phone: (937) 708-5737

- **Sinclair Community College – Office of Student & Community Engagement**

The Student & Community Engagement office offers services to employers wishing to recruit, hire or make jobs available to Sinclair grads, prospective grads or the general population.

- Website: <https://www.sinclair.edu/student-life/sce/information-for-employers/>
- Phone: (937) 512-2956. Contact Margaret Bailey to begin recruiting.

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## **RESOURCES FOR DIVERSE & EQUITABLE RECRUITMENT**

- **Miami Valley Career Technology Center – Aspire Program**  
MVCTC's Aspire Program offers FREE Workplace Education and Adult Readiness instruction at different locations around Montgomery, Greene, and Preble Counties.
  - Website: <http://www.mvctc.com/ae/programs/aspire/esol>
  - Phone: (937) 854-6287

*This list is by no means exhaustive and we encourage you to contact the Dayton Area Chamber of Commerce at [info@dacc.org](mailto:info@dacc.org) if you'd like to recommend an additional resource for the list.*

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